

## EXPLORING ECONOMIC STRESS AMONG 'C.H.B.' FACULTIES DURING COVID-19

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### Abstract:

*Stress is very common among all. Many factors cause stress among people now and then. Stress is something that brings pressure and affects the working efficiency of the employees. In higher education, stress is being observed among teachers, working on C.H.B in many colleges. There is no surety of regular employed. Being qualified, they have to work on an hourly basis. In many places, lectures offered are too less that they cannot earn adequate for their families. This situation became worst during covid-19. As colleges were off and lectures were being conducted online. Many ad-hoc bases appointed teachers lost their jobs and had to strive hard almost for one and half years to get ensured income. This brought stress to them and being demotivated; they left the industry and preferred other jobs. This may sound normal, but, if studied carefully, it may bring a negative impact on academics. Stressed and demotivated teachers can never ensure quality teaching. This paper is an attempt to find out the Economic stress among CHB teachers and its impact on their productive efficiency.*

**Keywords:** *Stress, Economic Stress, Productivity.*

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### Introduction:

#### Background of the Study:

The role of a teacher in education is very special and essential. They impart knowledge and create good generations. They bring a positive influence on the learners. today, they are not counted as mere a teacher but named as external parents, mentors, counselors and role models, etc. teachers, satisfied with their jobs and pay scale are motivated to contribute to the best of them and help in creating future citizens. Their services, should not be overlooked. Rather provisions should be made to provide them academic delight. Different colleges pay a different rate for hourly lectures.

#### About CHB teachers:

'Clock Hour basis' faculties are the teachers, who are qualified, work on an hourly basis, and are not employed full time on a pay scale. For some years, in private colleges, CHB faculties are being appointed to finish the syllabus only appointed for on an hourly basis. There is no job security, or regular payments, which results in some level of stress among them. They are paid according to the lectures assigned. Many times, due to holidays, their lectures do not take place and so they lose their income. The problem of these faculties is very serious as this kind of employment is not only affecting their state of mind but also their entire family and professional life. There is no uniformity, so many young teachers are being exploited and thus demotivated. There are lakhs of teachers who with high experience in

teaching are still working on a CHB basis. It is bringing on them a great impact, which may not be fruitful in sustaining academics. For the last 6 years, no full-time posts are filled and these teachers are made to work on a clock hour basis.

#### **Covid-19 Impact:**

Corona's pandemic affected almost all sectors in the world. The education sector is not an exception to it. Especially, part-time, ad-hoc, and CHB faculties are badly affected. Many of them had to manage online learning. got reduced workload, lost their jobs, and thus got into a stressful life. This pandemic was not good for the CHB faculties. The socio-economic life is badly affected during covid-19.

#### **Significance of the study:**

It is a plight that the one who has been shouldered with the responsibility of creating human capital is struggling and fighting for their survival. For the last five years, proper recruitment has been stopped and the faculties are forced to work on an hourly basis at meager rates. Recently, a retired person was found driving an auto-rickshaw in Bangalore. No pension or social security he has after spending life on hourly basis teaching. There are many such cases, where working teachers skipped this profession and joined other sectors. The threat is that the eminent, scholar people with self-desire to become teachers are being demotivated and demoralized. It is affecting their health and mind badly. This study is an attempt to highlight the economic stress among faculties as an impact of the covid-19 lockdown.

#### **Literature Review:**

**Maken O (2015)** carried out intensive research in the Mbogwe district of Tanzania related to the problems the primary teachers faced in the process of teaching and learning. He highlights the affected morale of the teachers and also mentioned that they do small businesses to survive in their profession. **Masureh, et. al (2017)** review previous studies based on online sessions, and content development. Instruction from the teachers' side and participation, readiness, and involvement from the learners' side. **Anisha (2017)**, studied changes in contemporary times and the role of teachers and educators in accommodating them in society. She explored communal challenges and demands towards education and their professions. **Dongre N.S (2018)** carried out his study on 64 teachers, 32 permanent and 32 on CHG from tehsil Dhule. He found that CHB teachers were more anxious than the permanent teachers. He also found that there is no significant difference between male and female teachers based on anxiety status. **Nurul, et.al (2020)** studied problems faced by teachers in Malaysia and many initiatives introduced by the Malaysian government to support teachers. They worked on eight themes choices to conclude.

#### **Objectives of the study:**

- To study the demographic profile of the CHB teachers
- To study the Economic impact due to Corona Pandemic.
- To show the impact of economic stress on CHB teachers
- To explain the overall impact of Covid-19 on CHB teachers.

#### **Research Methodology:**

##### **Primary:**

The primary data is collected from 182 faculties working on a 'CHB' basis in the Thane district in various disciplines and departments. The structured questionnaire was distributed having Likert questions to get quality data. Along with this questionnaire, interviews were taken of close friends and were also observed.

##### **Secondary:**

The secondary data is availed from published research papers, theses, articles etc.

**Sampling Technique:**

Universe : 'C.H.B' faculties  
 Sampling Area : Thane district  
 Sample Size : 150 faculty respondents from humanities  
 Technique : Non probability convenience sampling  
 Nature of the study : Descriptive and exploratory

**Analysis of the Data:****Economic Impact:****Chart 1**

Economic Impact

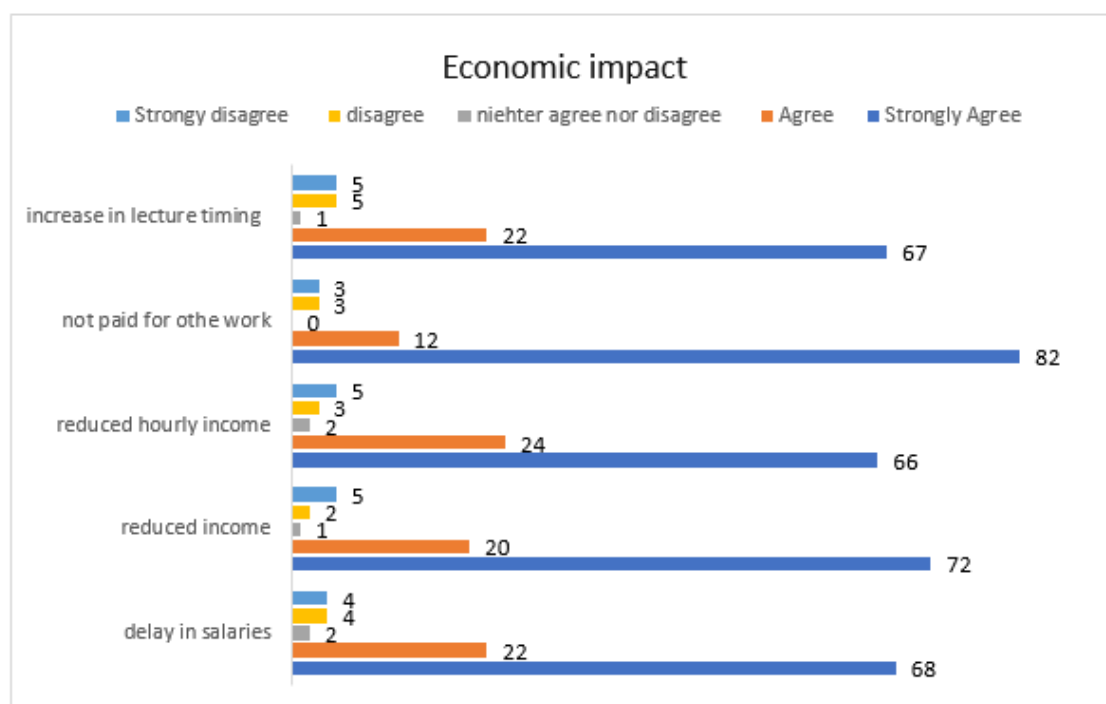
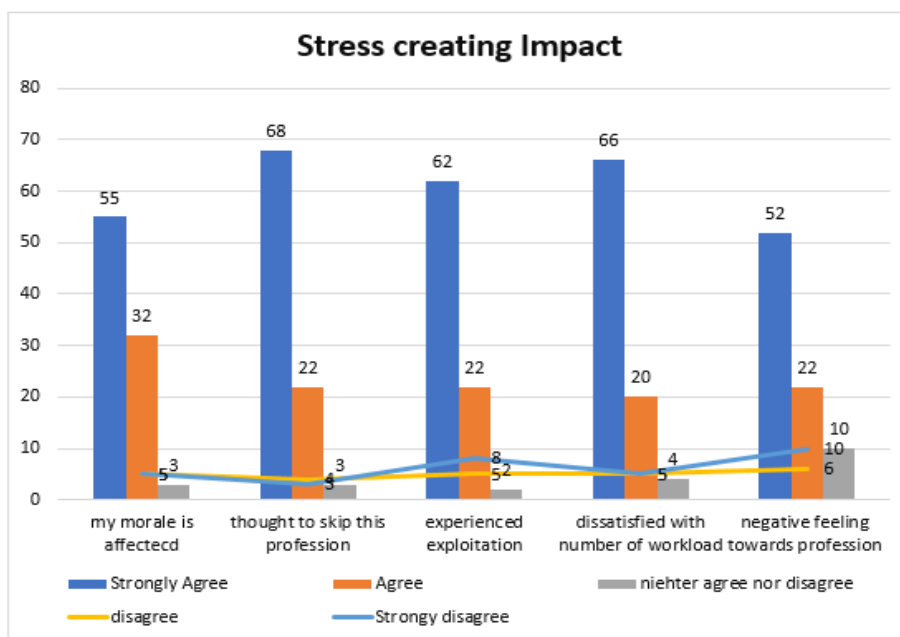


Chart 1 shows that nearly 89 percent of faculties mentioned that the number of lecture hours was increased being in virtual mode during the lockdown. 94 percent mentioned that they were not paid any extra amount for evaluation and work other than lectures. Nearly 90 percent mentioned that the number of lectures was reduced during online teaching mode. 92 percent agreed that their income was reduced during a pandemic and nearly 90 percent agreed that their salaries were delayed and were not paid on time. So it clearly shows that the teachers were taken for granted for their need of working.

**B) Stress creating impact**

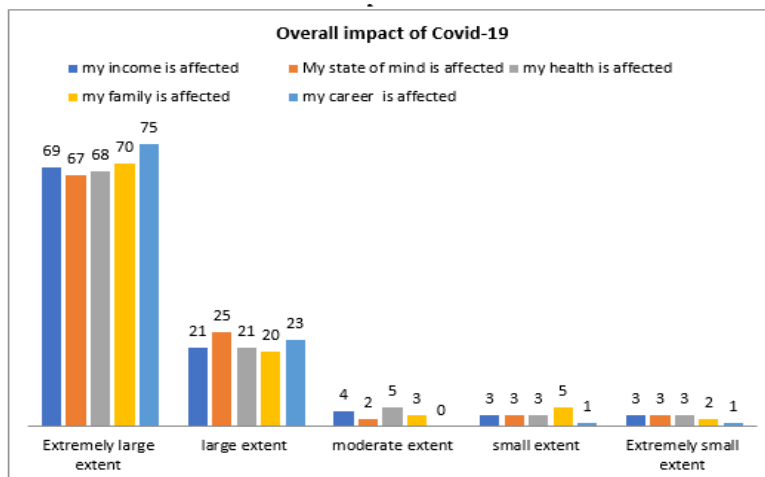
**Chart 2  
Stress Creating Impact**



In chart 2, it is shown that covid-19 created stress among the 'CHB' faculties in many ways. 84 percent agreed that their morale got affected due to economic impact. Nearly 90 percent had thought to skip this profession and join other sectors or private jobs. 84 percent of faculties experienced exploitation in the form of delayed payments, reduced number of lectures, increase session timing, giving extra work, etc. almost 86 percent mentioned their unhappiness due to insufficient workload causing a fall in earnings. The stress created a negative feeling among faculties toward this profession.

**C) Overall impact of covid-19**

**Chart 3  
Overall Impact of Covid-19**



In chart 3, it is found that the overall impact of covid-19 on faculties working on a CHB basis was not so good.

Following are the observations. Nearly 70 percent of faculties agreed that due to covid their income, state of mind, health, family, and career are badly affected. Followed by nearly 20 percent faculties who as well agreed on the same statement. It clearly shows that during covid-19 faculties had to undergo hardship.

#### Limitations of the study:

- A study was only restricted to Clock hour basis teachers in the Thane district in many colleges
- A study was only focused on the personal economic stress arising due to covid-19.

#### Conclusion:

The fact is that the CHB faculties already have been suffering from problems of job security, less income, workload, non-affiliation, etc. but during covid-19, these problems were on the rising and they had to compromise on less pay and minimum lectures. They had to stick to their work as no new jobs were available during this period. The work was taken done from the existing teachers only by giving more workload. Economic problems affected the morale of these teachers.

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